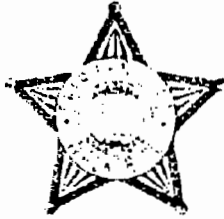


**Exhibit “Y”**

**Letter of November 7, 2008 from Sheriff to  
the Plaintiff terminating the Plaintiff**



Walker County  
**Office of Sheriff**  
Telephone 205/302-6464

John Mark Tirey  
Sheriff

2001 2nd Avenue  
Jasper, AL 35501

November 7, 2008

Mr. George Chapman  
Walker County Jail  
2001 Second Avenue  
Jasper, Alabama 35501

Dear Mr. Chapman,

As you are aware you are a probationary employee. This probationary period extends for a period of six (6) months. It is with regret that I must inform you that your work performance is unsatisfactory at the Walker County Jail.

I must inform you that your position as a jailer at the Walker County Jail is hereby terminated effective Friday, November 7, 2008.

Sincerely,

A handwritten signature in black ink that reads "John Mark Tirey". The signature is stylized with a large initial "J" and a long, sweeping underline.

John Mark Tirey,  
Sheriff

cc: Walker County Commission  
Civil Service Board of Walker County  
Jail Administrator Trent McCluskey